MMOA ROAD SHOW

2004

Agenda

- Purpose
- What's hot in manpower
- MMOA overview
- Career management
- Career counseling
- Questions

Road Show Purpose

- To communicate
  - With each Marine, face to face
  - With the Marine Corps' leadership
- To provide information
  - Manage your career
  - Mentor your Marines
- To explain the assignment process
- To obtain feedback

What's Hot In Manpower

- Changes in the CLS, ILS, and special program selection process
- Competitive augmentation/career designation board
- III MEF & MCBJ assignment policy
  - Phase II and III implementation
- Acquisition professional PMOS

Changes In CLS, ILS And Special Program Selection Process

- Upon MARADMIN release
  - Officers selected must respond accordingly
    - MARADMIN 338/04 (CLS/ILS)
      - Requires NAVAL correspondence to request declination
    - MARADMIN 221/04 (SEP)
      - Two weeks to accept or decline
- Once selected / accepted
  - Not eligible to apply for other programs or resident PME

Competitive Augmentation/Career Designation

- FY04 augmentation results
  - 95% selection rate
- FY05 Augmentation / Career Designation Board
  - Convenes January 2005
    - NDAA
  - Eligibility
    - Officers in zone for FY06 Capt with **540** days observed time
    - Directed lateral move

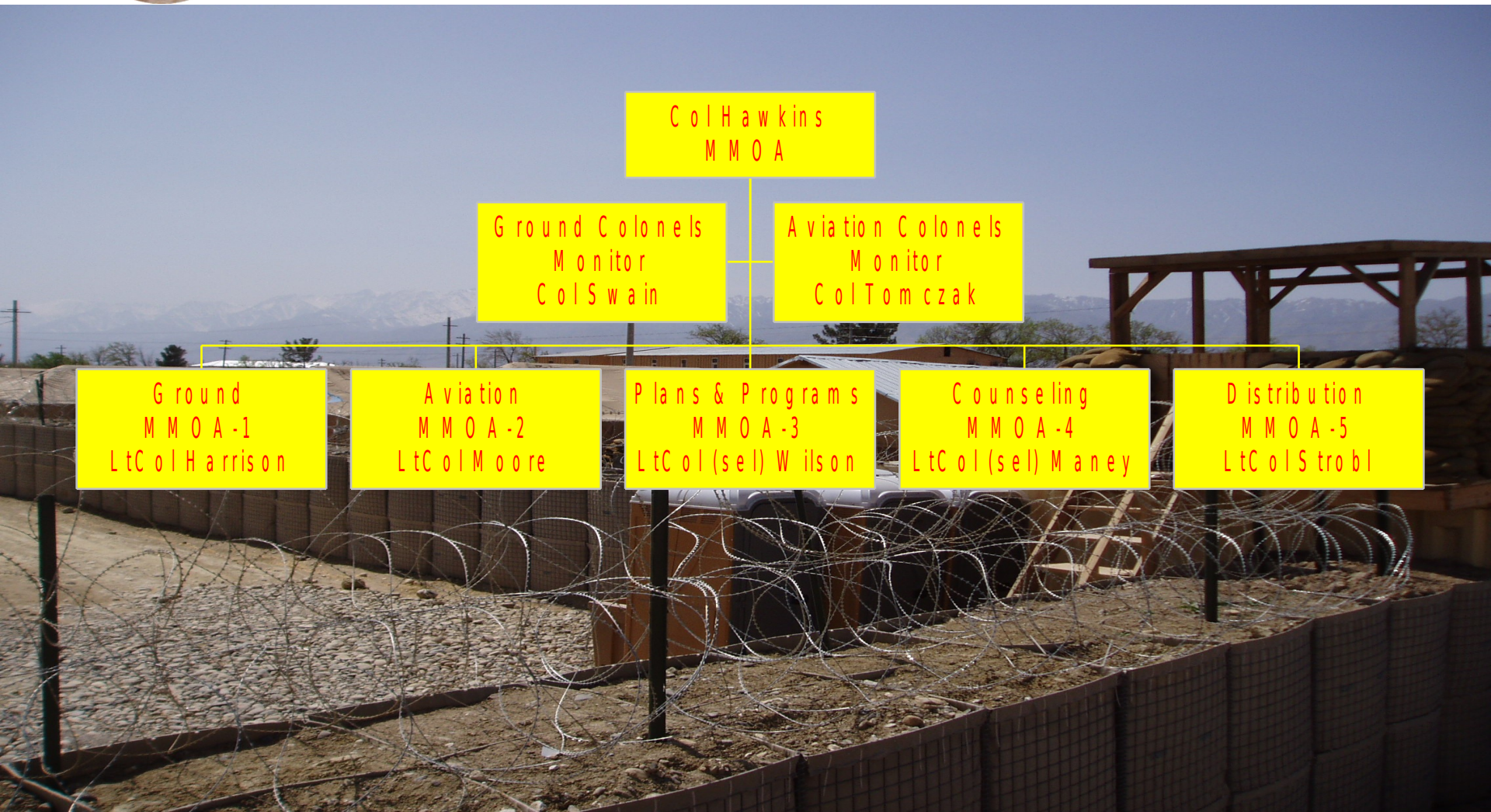
III MEF And MCBJ Assignment Policy

- MARADMIN 529/03
- Phase I: (15 April 2004)
  - Cols, LtCols, SgtsMaj, MGySgts, 1stSgts, and MSgts
- Phase II: (15 April 2005)
  - All Lts, all WOs, Pvt-Cpl
- Phase III: (event driven)
  - All Marines
- Infrastructure support:
  - DoD schools, Med/Den, and housing confirmed by III MEF prior to assignment
- EFMP Sponsors

Acquisition Professional PMOS

- MARADMIN 348/04
  - Acquisition Officer primary MOS (9959)
- Outlines Eligibility for MOS
  - Majors through Colonel
    - With previous acquisition experience
- PMOS selection board
  - Convenes Oct 05
  - Command Equivalency Board

MMOA Overview



Personnel Management Division

- Enlisted Assignments
  - Col Mancini
    - DSN 278-9217
- Officer Assignments
  - Col Hawkins
    - DSN 278-9300
- Promotions
  - Col Freund
    - DSN 278-9700
- Awards
  - Mr. Mugno
    - DSN 278-9210
- Separations & Retirements
  - Mr. Rathbun
    - DSN 278-9304
- Evaluation Review
  - Mrs. Hayman
    - DSN 278-9204
- Support Branch
  - Mr. Swarens
    - DSN 278-5674

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  - The assignment process
  - PME
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Assignment Process

The needs of the Marine Corps

Individual desires: Preferences, aspirations, situation, stability

Assignment consideration: Right officer in the right place at the right time

Your new assignment

Needs of the Marine Corps

- Meet staffing requirements
  - Marine Corps
  - External
- Grow an officer corps that is:
  - Capable of filling a variety of billets
  - Professionally competent

Individual Desires

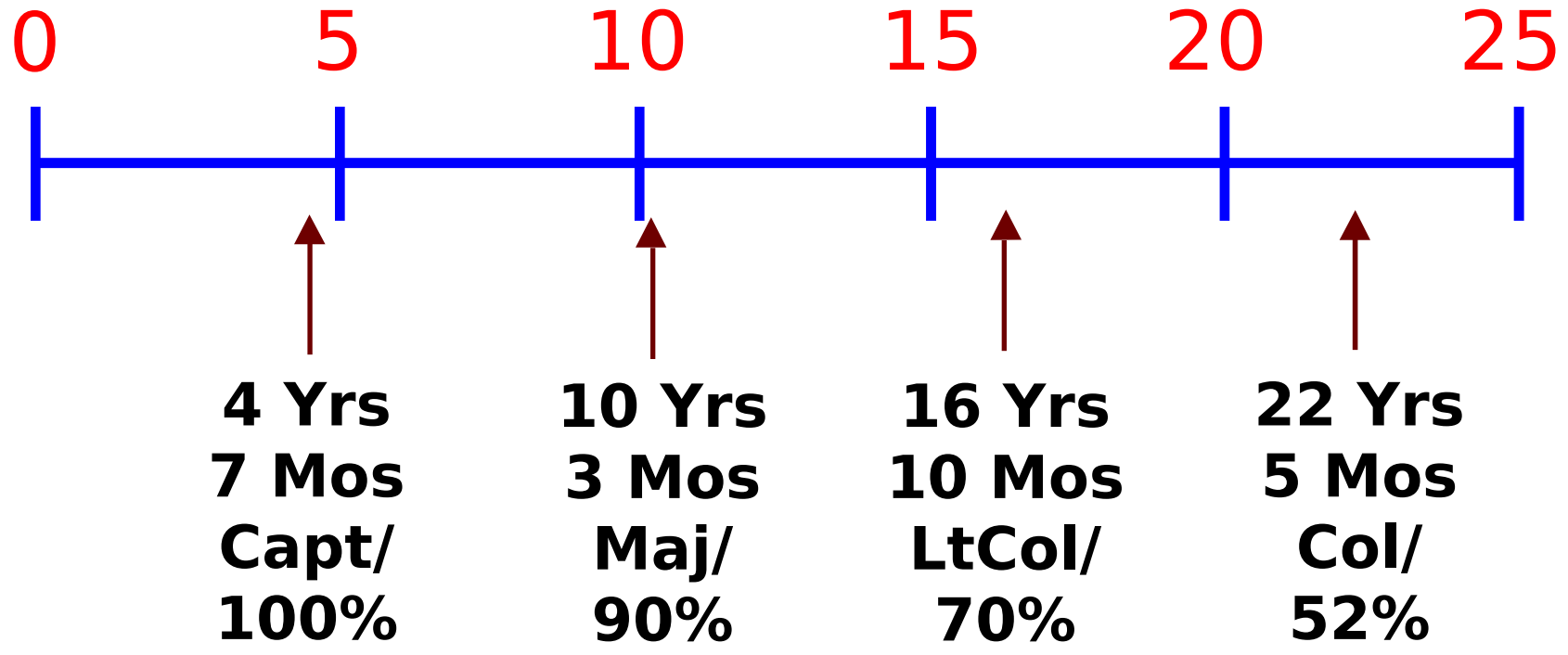
- Personal assignment preferences
- Career aspirations
- Personal situation
- Stability

Assignment Considerations

- Goal:
  - Place the right officer in the right place at the right time to accomplish the Marine Corps' mission

- Issues:
  - Opportunity for growth
  - Fair and equitable burden sharing
  - Time-on-Station / Unit stability
  - Fiscal Constraints
  - Leadership and staff experience
  - Occupational Field sponsor input
  - Overseas Control Date
  - Timing

FY06 Time In Service when Promoted And Selection Rates



Timing Variables

JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Cmd Screening											
		MMOA Cmd Visits									
			Program Selection			ORB					
				CLS Slating							
					ILS Slating						
					TLS Selection						
					Promotion results						
					Slating Orders out						

Final Slating / Orders release is dependent on the promotion, school, and special program selection results and other variables

Projected Promotion Zones

Grade/Conv month	FY06 (CY04)	FY07 (CY05)	FY08 (CY06)
Col (Sept 9)	001001*	010801	020601
LtCol (Sept 8)	000401*	010401	020501
Maj (Sept 8)	000601*	010101	011201
	FY06 (CY05)	FY07 (CY06)	FY08 (CY07)
Capt (Jan 7)	031208	041208	051208

*Indicates a split month per MARADMIN 334/04

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Graduate Education Programs

- SEP, ADP, FAO/RAO, congressional fellowships, Olmsted Scholars, and more
- Timing
- View information on the graduate education website linked to the MMOA-5 home page

PME (CLS & ILS)

- Resident PME – all volunteer
  - CLS
    - Expeditionary Warfare School
    - Army Career Courses (must also complete EWS Ph I; 8510)
  - ILS
    - Marine Corps Command & Staff
    - Other service, foreign, or fellowship ILS equivalents (must also complete MAGTF/MCPP; 8804/8805)
    - RS COs are exempt during RS tour (MARADMIN 371/03)
- Non-resident PME
  - The same additional requirements apply for other than Marine courses as above
  - ALMAR 026/04 covers PME for boards during increased OPTEMPO

Top Level School

- Board in December
- LtCol selects through Col selects are eligible
  - Two year time on station requirement
- Automatically considered
  - May decline w/o prejudice prior to convening
- No RS CO “byes” to TLS
- Results released upon CMC approval

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  - Board preparation
  - PES review
- Questions

Board Preparation

Board Preparation

- Know when your board is convening
- Complete your PME
- Take a photo
- Order your record and check it
  - Your record is your responsibility
  - To order - visit MMSB's web site
- Send a letter IF you have something to explain - complete a story
  - Letters are not normally needed
  - Encouraged for Command & TLS boards

What Helps Selection

- Strong performance!!
  - Good numbers when rated against peers
  - Strong recommendations
- PME complete
- Acceptable career track
- Key operating forces billets
- Good photo (appearance)
- Strong 1st class PFT
- Complete & readable record
- For command, previous command experience or dept head time is looked at closely

Command Screening

- Slate Commanders for upcoming year
  - The FY-05 board slated 1 June 05 – 31 May 06
  - MARADMINS 332/04 and 352/04
- Eligibility – Joint or Critical Acquisition
- Photo is required
- Web questionnaire
- May decline w/o prejudice prior to convening
- Declination after selection - part of your official record
- Results released upon CMC approval

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Relative Value On The Master Brief Sheet

NAME	SSN	GRADE	RANK DESCRIPTION	DOR	COMP	LINEAL NO	PMOS	AMOS-AMOS	GT/GCT	PERM GR	PERM DOR
MARINE IAM A.	123456789	O4	MAJ	19990501	USMC	05060000	0302	9957 /	119	O4	19990501

DOB	DEAF	PEBD	AFADBD	AC NAV BD	ACC 1ST COMM	DOR 1ST COMM	DOR 1ST LDO	DSG PILOT	DCADB	EAS	DCTB	OSCD	CONTRACT LEGAL
19640114	19880823	19880823	19890206		19890414	19890414			19880613		20010613	19940714	NONE. ALL RE

DECORATIONS		MILITARY EDUCATION			
MM 1		COMMAND AND STAFF NAVA	2002	WARFIGHTING SKILLS PRO	1994
NC 2		COMMAND & STAFF 8700	2001	INFANTRY OFFICER (TBS)	1990
NA 1		MAGTF/MCPP 8845	2001	BASIC SCHOOL	1990
		AWS PHASE II	1999	OCC, MCS	1989
		AWS PHASE I	1999		
		SUMMER MOUNTAIN LEADER	1996		

CIVILIAN EDUCATION: MILITARY SCIENCE; MASTER'S; 17

LANGUAGES: UNKNOWN

SPL INFO: A C0 HQ BN HQMC; SCTY: S/2/19900412; JT-MOS: ; Date: 11/18/2002

PAGE 1 OF 1

MONITORED COMMAND ORGANIZATION/SCHOOL REPORTING SENIOR	DUTY ASSIGNMENT GRADE TYPE DUTY BILMOS REVIEWING OFFICER	OCC	BEGIN END DATE	MISSION PER	MISSION PRO	CHARACTER COU	CHARACTER EFF	CHARACTER INI	LEADERSHIP LEA	LEADERSHIP DEV	LEADERSHIP SET	LEADERSHIP ENS	LEADERSHIP COM	INTELLECT PME	INTELLECT DEC	INTELLECT JUD	EVAL RESP	PROMOTION Y	PROMOTION N	PROMOTION NA	PROMOTION ACC	REPORT SUMMARY COM	REPORT SUMMARY ADV	#RPTS @PROC	REL VAL @ PROC	#RPTS CUM	REL VAL CUM	RO CONCURS Y	RO CONCURS N
1	RIFLE COMPANY COMMANDER	GC	19980801	E	E	E	E	E	E	D	E	D	E	E	E	E	E			X		X		9	91.95	11	90.68	X	
COMPANY I, 3D BATTALION,	CAPT N 0302																												
LTCOL JOHNSON			19990431																										
	COL BECKER			RO: 0/1		1/2			4/3		10/4		11/5		7/6		2/7		0/8										
																							FitRep Avg: 4.86		RS Cum Avg: 4.78		RS High: 5.86		
2	BATTALION OPERATIONS OFFIC	CH	19990501	C	D	D	D	D	D	D	D	C	D	B	D	D	C	X						7	83.59	7	83.59	X	
3RDBN 2NDMAR 3RDMARDIV	MAJ N 0302																												
LTCOL JOHNSON			19990826																				FitRep Avg: 3.64		RS Cum Avg: 4.06		RS High: 4.71		
	COL BECKER			RO: 0/1		0/2			6/3		10/4		10/5		4/6		1/7		0/8										
3	BATTALION OPERATIONS OFFIC	TR	19990827	C	B	C	C	B	B	B	C	C	B	B	C	C	C	X						3	93.92	5	94.44	X	
3RDBN 2NDMAR 3RDMARDIV	MAJ N 0302																												
LTCOL MORGAN			20000702																				FitRep Avg: 2.57		RS Cum Avg: 2.46		RS High: 2.71		
	COL BECKER			RO: 0/1		0/2			6/3		10/4		10/5		4/6		1/7		0/8										
4	STUDENT	TR	20000701	D	D	H	H	H	H	H	H	H	H	H	H	H	H	X							N/A		N/A		
COLLEGE OF NAVAL COMMA	MAJ A NA																												
COL STEIN			20010615																				FitRep Avg:		RS Cum Avg: 4		RS High: 4		
	RDMU ALLEN			RO: 0/1		0/2			0/3		2/4		3/5		2/6		1/7		0/8										
5	CURRENT OPERATIONS	AN	20010616	E	D	E	D	E	D	C	D	D	D	E	D	D	H	X						1	N/A	4	85.51	X	
HQSVC CO HQBN ARLINGTO	MAJ N 0302																												
COL WRIGHT			20020630																				FitRep Avg: 4.23		RS Cum Avg: 4.52		RS High: 5.15		
	BGEN TURNER			RO: 0/1		0/2			0/3		7/4		19/5		12/6		0/7		0/8										

Performance Evaluation System

- RV is a numerical representation of how the average of the marks on a single fitness report compares to the average of all reports written by an RS on Marines of the same grade

- Assists in evaluating the RS's marking philosophy

- Reflects the comparison on a scale from 80 to 100

Calculating The Report Average

As it appears on the MBS:

PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD	EVAL RES
E	D	C	C	C	D	C	C	D	C	B	C	C	H

As it translates numerically: (A=1 to G=7, Not Obs H = 0)

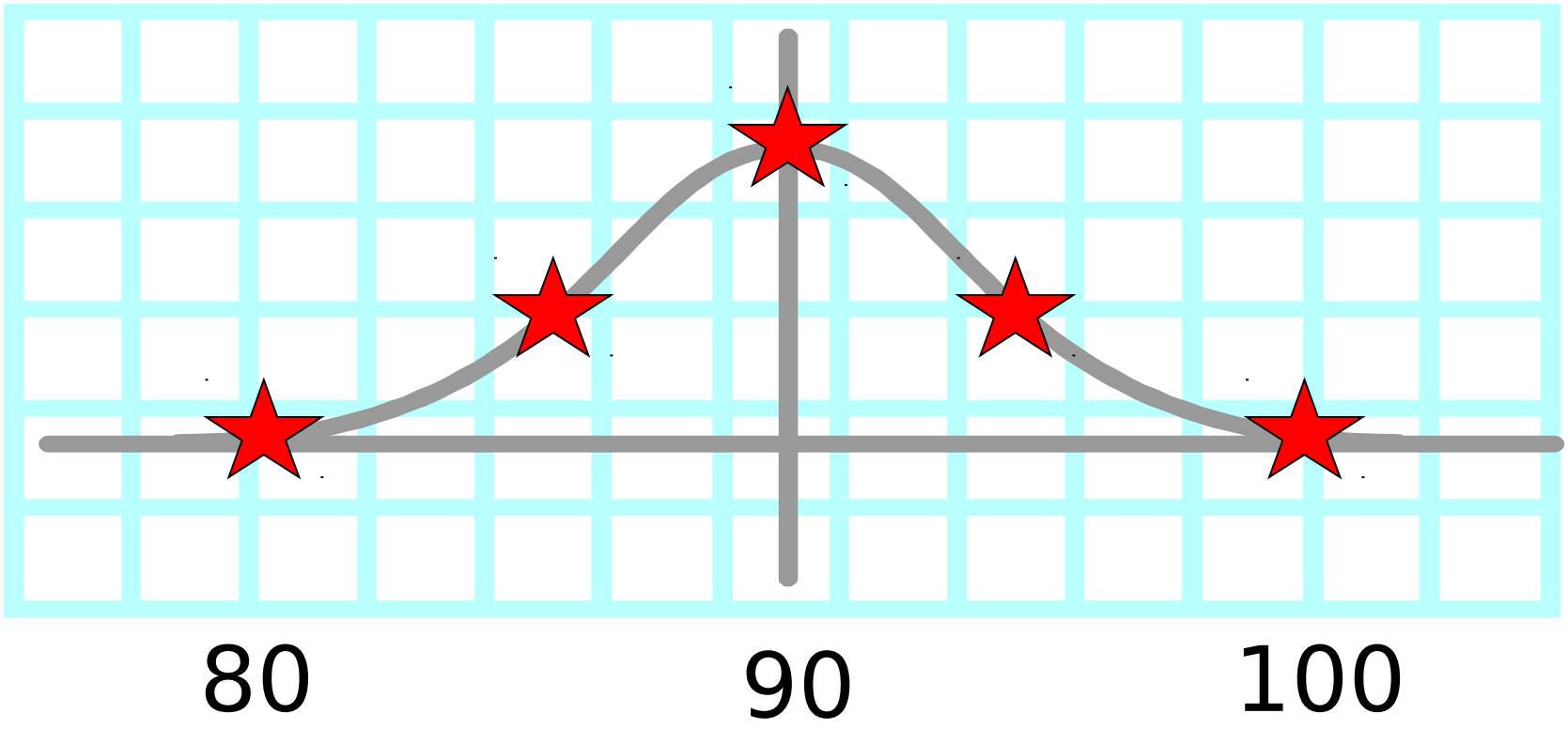
PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD	EVAL RES
5	4	3	3	3	4	3	3	4	3	2	3	3	0

Add the marks - 43

Divide by # of observed marks - 43/13 = 3.30

FitRep Avg = 3.30

Scale From 80 To 100



How Is RV Displayed On Your Master Brief Sheet?

#RPTS @PROC	REL VAL @ PROC	#RPTS CUM	REL VAL CUM	RO CONCURS	
				Y	N
8	**90.49**	**10**	**89.91**	X	
FitRep Avg: 3.30		RS Cum Avg: 3.31		RS High: 4.36	

The specific fitrep

The RS's avg for **all** reports written on this **grade** (center of bell = 90%)

Best report on this grade (Rt side of curve=100%)

Reviewing Officer "Snapshot"

As it appears on the OMPF :

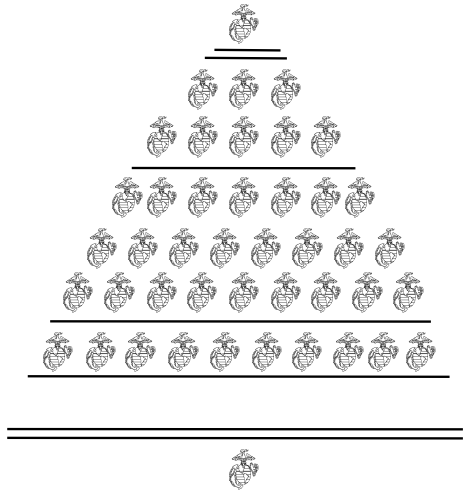
K. REVIEWING OFFICER COMMENTS

1. OBSERVATION: ☒ Sufficient ☐ Insufficient

2. EVALUATION: ☒ Concur ☐ Do Not Concur

3. COMPARATIVE ASSESSMENT: Provide a comparative assessement of potential by placing an "X" in the appropriate box. In marking the comparison, consider all Marines of this grade whose professional abilities are known to you personnally.

DESCRIPTION		COMPARATIVE EVALUATION
THE EMINENTLY QUALIFIED MARINE	☐	0
ONE OF THE FEW EXCEPTIONALLY QUALIFIED MARINES	☐	2 7
ONE OF THE MANY HIGHLY QUALIFIED PROFESSIONALS WHO FORM THE MAJORITY OF THIS GRADE	☒	10
	☐	10
	☐	4
A QUALIFIED MARINE	☐	1
UNSATISFACTORY	☐	0



4. REVIEWING OFFICER COMMENTS: Amplify your comparative assessment mark; evaluate potential for continued professional development to include: promotion, command, assignment, resident PME, and retention; and put Reporting Senior marks and comments in perspective.

RO Distribution On The Master Brief Sheet

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	BGEN TURNER			RO: 0/1		0/2		0/3		7/4		19/5		12/6		0/7		0/8											

RO Distribution On The MBS

As it appears on the MBS:

RO: 0/1	1/2	4/3	10/4	11/5	7/6	2/7	0/8

As it appears in the OMPF :

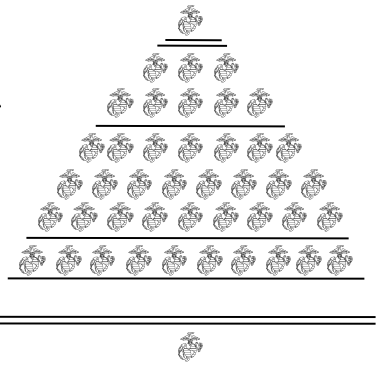
K. REVIEWING OFFICER COMMENTS

1. OBSERVATION: ☒ Sufficient ☐ Insufficient

2. EVALUATION: ☒ Concur ☐ Do Not Concur

3. COMPARATIVE ASSESSMENT : Provide a comparative assessement of potential by placing an "X" in the appropriate box. In marking the comparison, consider all Marines of this grade whose professional abilities are known to you personnally.

DESCRIPTION		COMPARATIVE EVALUATION
THE EMINENTLY QUALIFIED MARINE	☐	(8) 0
ONE OF THE FEW	☐	(7) 2
EXCEPTIONALLY QUALIFIED MARINES	☐	(6) 7
ONE OF THE MANY HIGHLY QUALIFIED	X	(5) 10
PROFESSIONALS WHO FORM THE	☐	(4) 10
MAJORITY OF THIS GRADE	☐	(3) 4
A QUALIFIED MARINE	☐	(2) 1
UNSATISFACTORY	☐	(1) 0



4. REVIEWING OFFICER COMMENTS: Amplify your comparative assessment mark; evaluate potential for continued professional development to include: promotion, command, assignment, resident PME, and retention; and put Reporting Senior marks and comments in perspective.

It’s More Than Just Numbers

- The word picture
  - Performance and potential
    - MOS proficiency
    - Leadership
  - Appropriate recommendations
  - Comparison to peers
  - Reviewing Officer comments are very important
- All of the items on a report combine to paint a picture of the MRO during the reporting period

List RS Profile

Reporting Senior
Fitness Report List

COL JOHNNY B. GOODE

Reporting Senior SSN: 000000000

As of: 20030602

MRO SSN (Last Four)	Last Name	From Date	To Date	Occ	FitRep Avg
LTCOL					
1234	Smith	01 Dec 01	08 Jun 02	AN	4.85
2235	Jones	01 Oct 01	30 Nov 01	TR	4.36
3456	Thomas	01 Dec 00	17 Sep 01	TR	2.92
4432	Brown	01 Sep 99	30 Nov 00	GC	2.54
MAJ					
9876	Green	22 Jan 01	20 Jun 01	AN	5.79
8765	Black	01 May 02	31 Aug 02	CH	5.07
7676	White	01 Jul 01	01 Oct 01	GC	4.85
7676	White	03 Jul 00	30 Jun 01	AN	

Ordering Profiles / OMPFs

- OMPF now on CD
- Order OMPF/MBS/Profiles by:
  - E-mail (preferred)
    - mmsbompf@manpower.usmc.mil
  - Fax
    - DSN 278-5792
  - Mail
    - Commandant of the Marine Corps
      Headquarters, U.S. Marine Corps (MMSB-30)
      2008 Elliot Road
      Quantico, VA 22134-5030

Automated Report Preparation & OMPF Viewing Online

- Prepare fitness reports via Marine On Line (MOL) – using APES
  - Sect A populated from MCTFS data
  - Executed by the area MISSO
- View your OMPF, MBS, profiles via MOL
  - Summer 2005

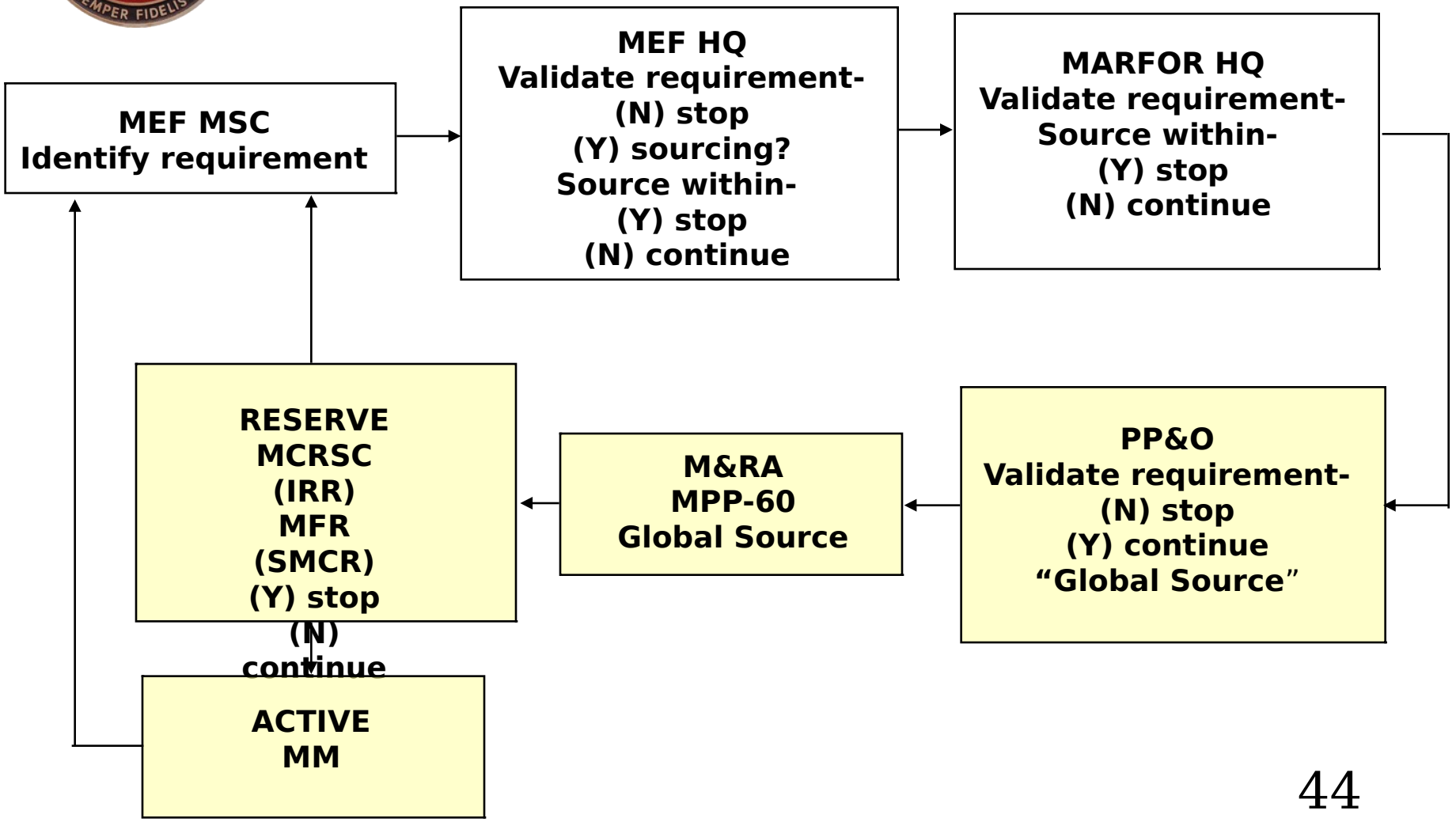
MMOA Web Site

- Via www.usmc.mil
  - Select - Career; Marines; Assign; Officer Assign
- MMOA organization & points of contact
- Your monitor’s & counselor’s web pages
- MOL monitor contact page
  - Follow-up w/ email or phone call
- Information and links

Questions

Back-up Slides

Individual Augmentation



Acquisition Primary MOS

- View MARADMIN 348/04 (Out in August) describing the requirements of this new primary MOS.
- The first Acquisition Primary MOS Selection Board and Command Equivalent Slating Boards will be conducted in October 2005.

Acquisition Primary MOS

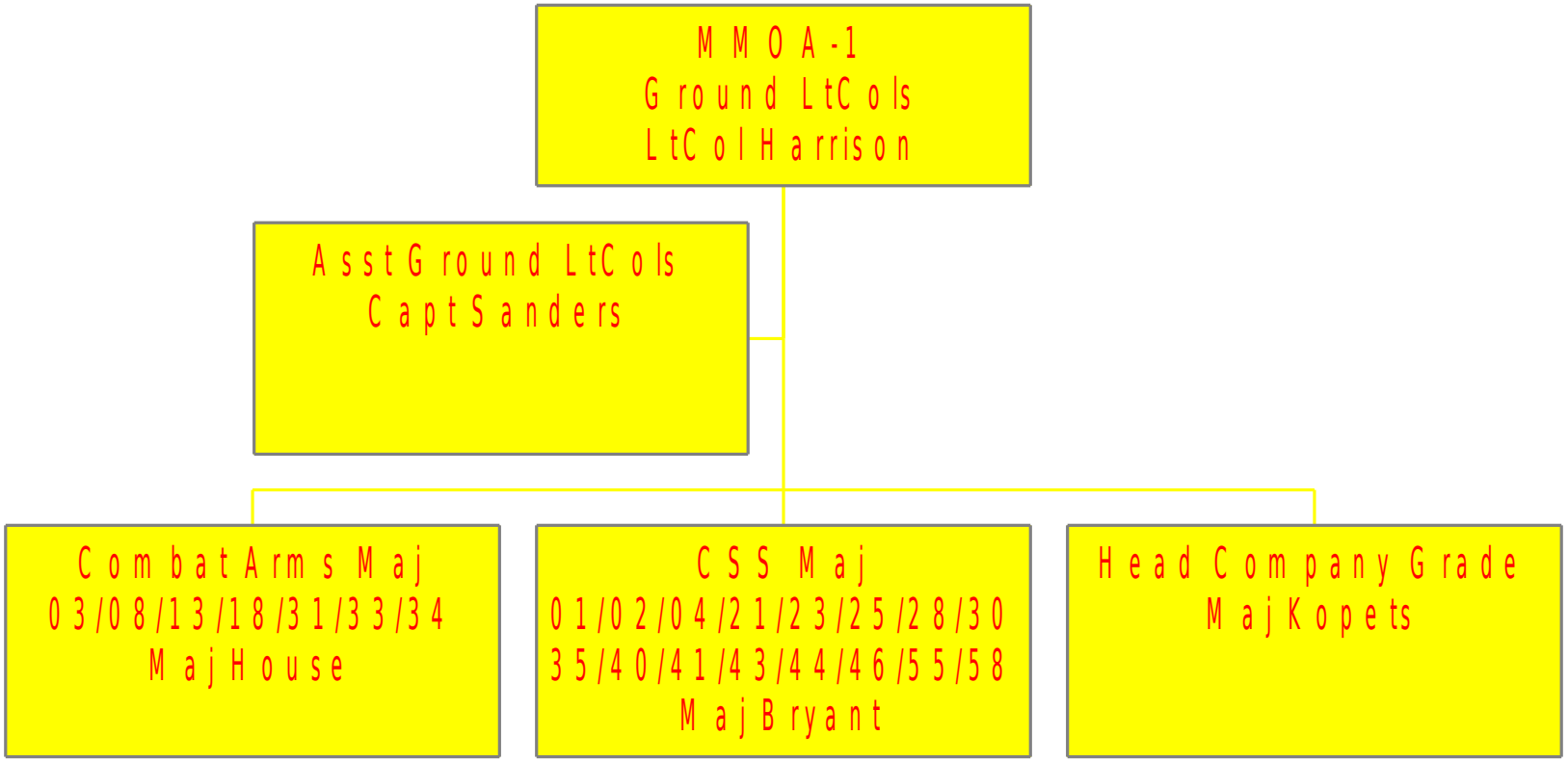
- On 14 April 2004, the CMC approved the creation of an acquisition officer primary MOS and establish Program Manager positions as command equivalents.
- Majors through Colonel, with previous acquisition experience, may request consideration for a lateral move via an annual competitive board.
- View MARADMIN 348/04 (Out in August) describing the requirements of this new primary MOS. The first Acquisition Primary MOS Selection Board and Command Equivalent Slating Boards will be conducted in October 2005.

OCD

- Used by MMOA when looking at overseas billets
- OCD:
  - Created/Updated
    - 2 UDPs with the same FMF unit
    - 270 consecutive deployed days
    - 180 consecutive deployed days in hostile fire pay area
    - 1 year overseas
  - Adjusted – 1 for 1 based on PERSTEMPO tracking
- Some admin sections are not updating correctly

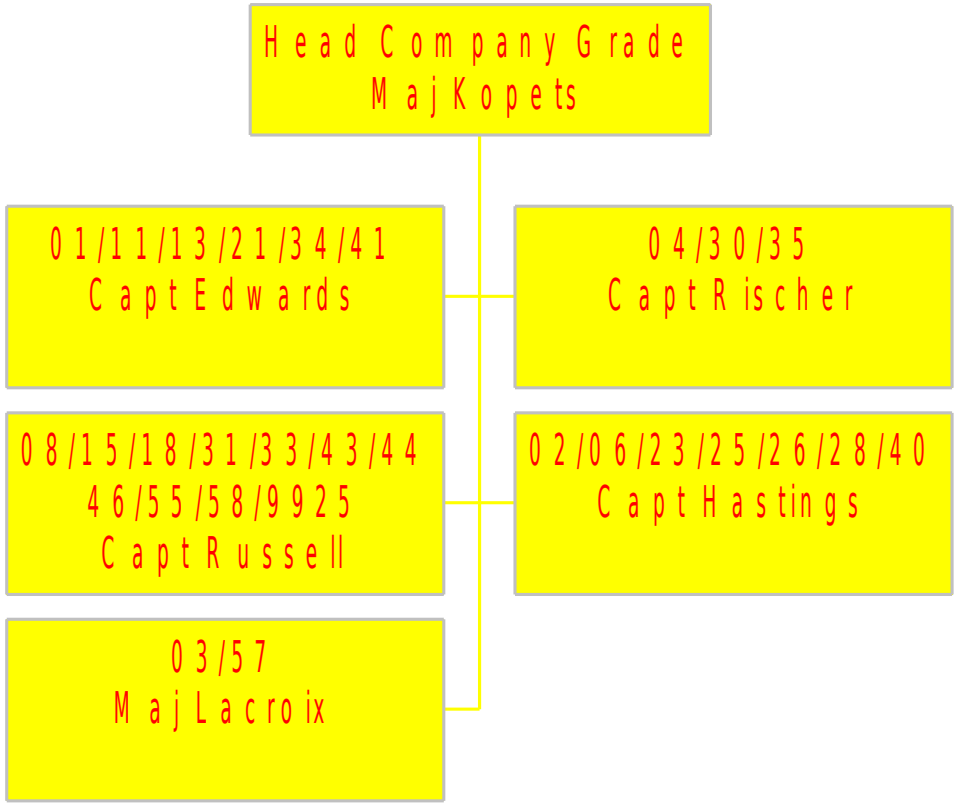
MARADMIN 455/00

Ground Officer Assignment Section



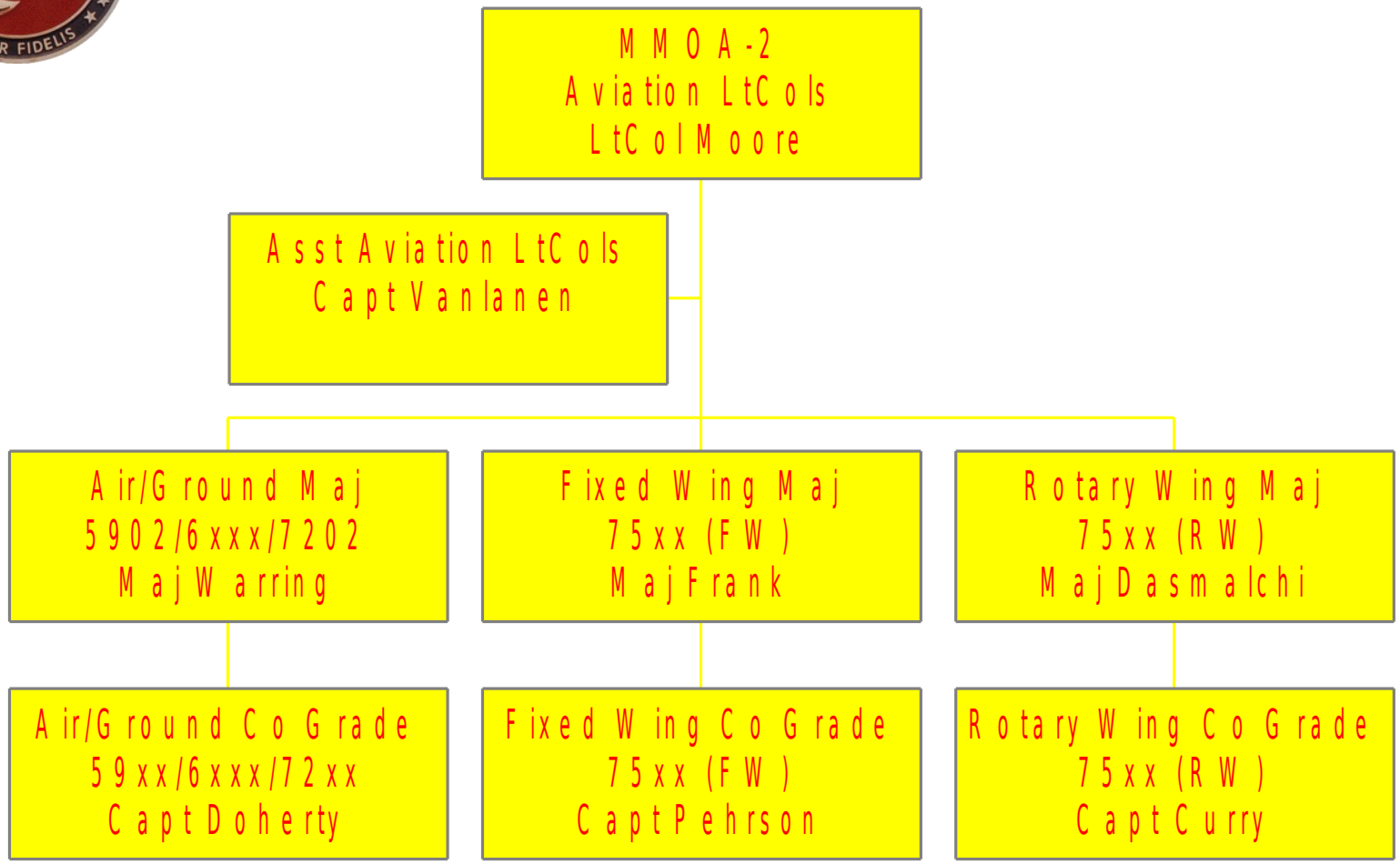
DSN 278-9279/80

Company Grade Ground Officer Assignment Section



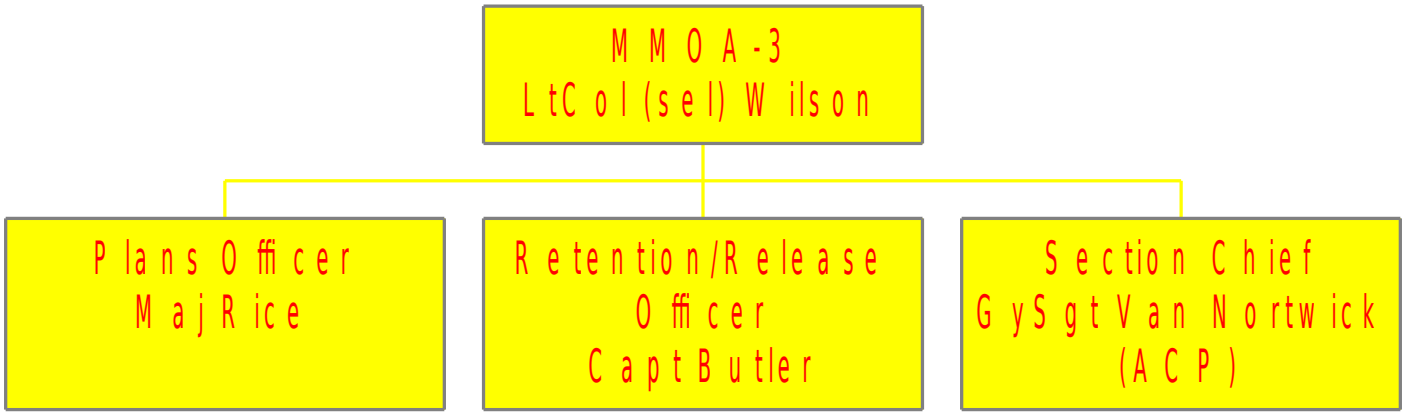
DSN 278-9272/3/4

Aviation Officer Assignment Section



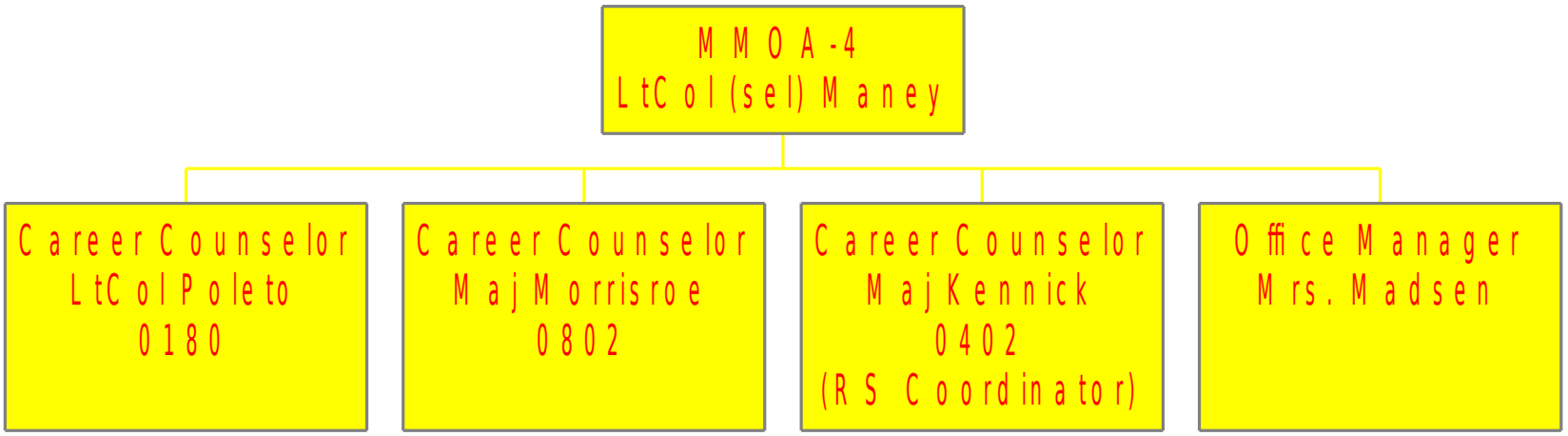
DSN 278-9267

Plans, Programs & Support Section



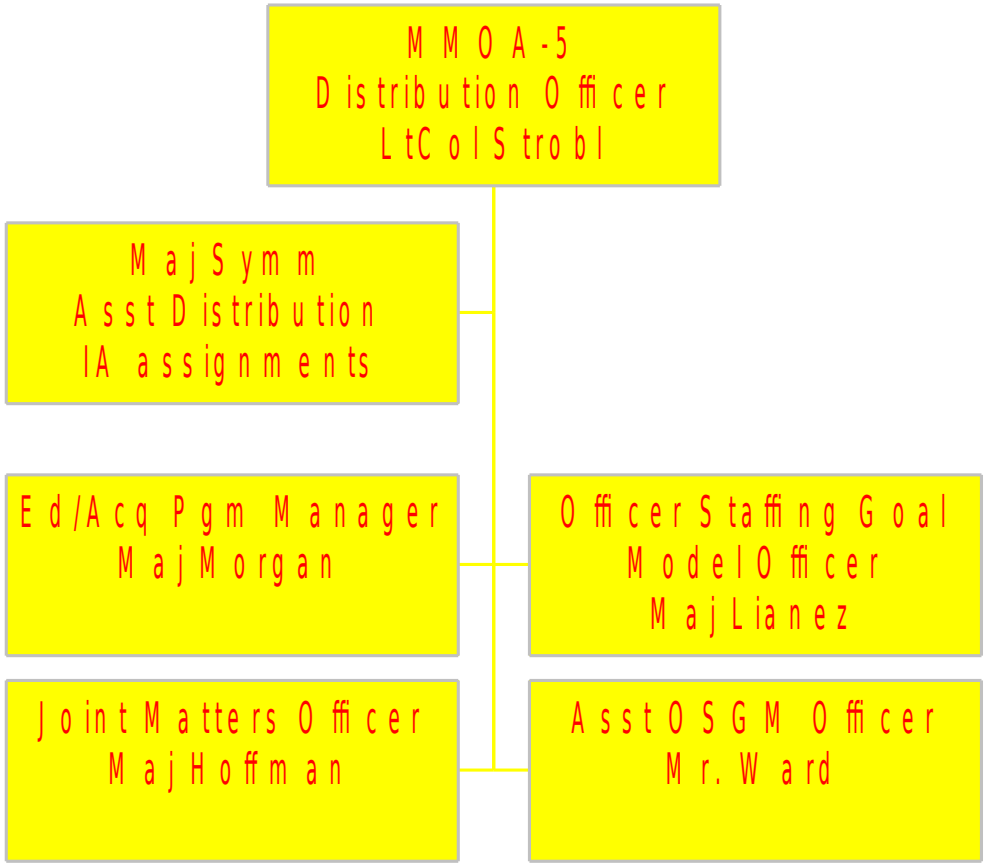
DSN 278-9284/5

Officer Counseling



DSN 278-9281
1-800-634-7988

Distribution Section



DSN 278-9284

Personnel Management Division

- Enlisted Assignments
- Officer Assignments
- Promotions
- Awards
- Evaluation Review
- Support Branch
- Separations & Retirements

Career Status Bonus

- **The Marine Corps has approximately 1479 Marines participating in CSB**
- **CSB authorized in NDAA FY2002 and is part of the REDUX Retirement Plan**
- **Bonus paid at the 15-year mark to eligible Service members**
- **Election cannot be revoked and Service member will receive a REDUX retirement with a one-time COLA catch-up at age 62**
- **Marine Corps current participants:**
  - **Enlisted 1297 E-6/E-9**
  - **Warrant Officer 138 WO – CWO3**
  - **Officer 44 O-4/O-5**
- **Marines who participate in the REDUX Retirement Program could forfeit up to $200K of retirement pay**
- **We are currently looking at the approval process for the CSB Program and this was a topic of the recent Sergeants Major Symposium**

Pending Policy Change

Upon release of a Special Program or Resident PME selection board. The applicant will be given a certain period to accept or decline. Upon acceptance by the applicant, all other applications for resident PME or other voluntary programs will be removed from consideration.

FY05 Regular Officer Boards

Grade	Selection Opportunity	Junior In-Zone DOR
Col	52%	991001
LtCol	70%	990501
Maj	90%	990601 (Split DOR)
Capt	AFQ	030325
LDO	N/A	N/A
CWO3-5	N/A	N/A
CWO to LDO	N/A	N/A

FY05 Regular Officer Boards

Grade	Convened Date	Selection Opportunity	Junior In-Zone DOR
Col	Sep 03	52%	991001
LtCol	4 Sep 03	70%	990501
Maj	8 Sep 03	90%	990601 (Split DOR)
Capt	9 Feb 04	AFQ	030325
LDO	3 Nov 03	N/A	N/A
CWO3-5	10 Aug 04	N/A	N/A
CWO to LDO	3 Nov 03	N/A	N/A

What type of special programs are available?

- Acquisition Program
- Education Programs
- Supplemental MOS Program

Assignment Model

The Needs of the Corps

Individual Desires:
Preferences, Aspirations, Situation, Stability

Assignment Consideration:
Right Officer in the right place the right Time

Your New Assignment

Operating Forces

Joint/Ext

PME

Supporting Establishment

Training

Other Board Trends

- Combat reports don’t make a big difference unless they are poor
- Medals, Marathons, and Masters Degrees – no effect
- Are you in the BF% range
  - Better look good and have a high 1st Class PFT

Overseas Control Dates (OCDs)

- Used by MMOA when looking at overseas billets
- OCD:
  - Created/Updated
    - 2 UDPs with the same FMF unit
    - 270 consecutive deployed days
    - 180 consecutive deployed days in hostile fire pay area
    - 1 year overseas
  - Adjusted – 1 for 1 based on PERSTEMPO tracking
- Some admin sections are not updating correctly

PES Key and New Issues

- PES Order through change 9
  - Required comment on ORM
  - Change to AN report end dates
  - Elimination of classified reports
- RSs & ROs must be aware of their profiles
  - Stay consistent for each grade

When Should I Contact the Career Counselor?

- Prior to a promotion board
- Recommendations for assignments (prior to speaking with the Monitor)
- Prior to applying for a special program - SEP, FAO, TPS, etc.
- After failure of selection

FY04 Restricted Officer Promotion Plan

GRADE	SELECTION %
LDO LTCOL	60%
LDO MAJ	90%
CWO-5	60%
CWO-4	70%
CWO-3	90%
CWO-2	AFQ

Supporting Arms

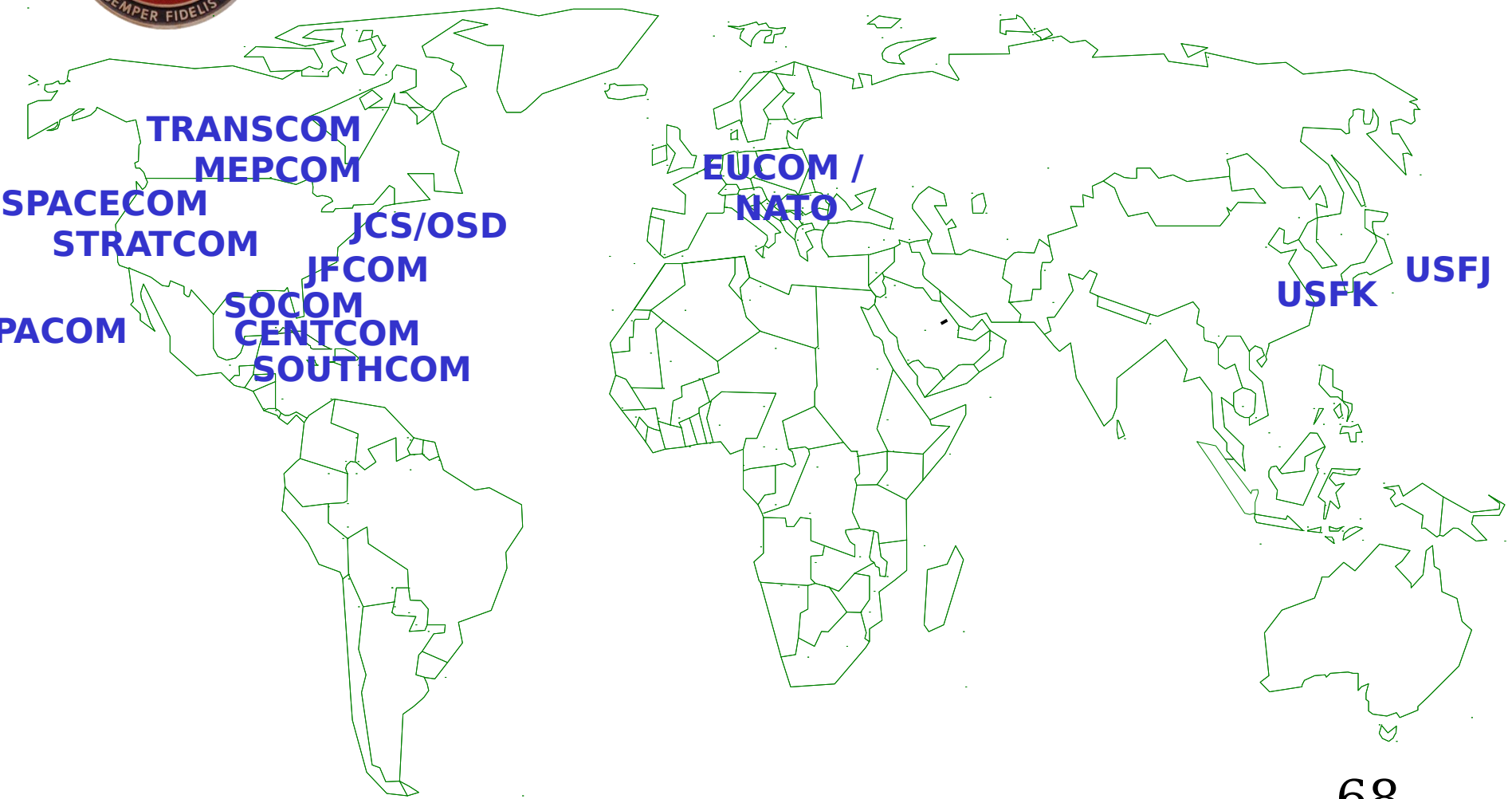
- Restricted Officer Plans
  - MPP-35, Officer Plans, MP Division
  - DSN 278-9366/65
- Matters involving T/O’s
  - Total Force Structure Division (TFSD), MCCDC
  - DSN: 278-6200

Assignment Considerations

- Goal:
  - Place the right Officer in the right place at the right time to accomplish the Marine Corps' mission

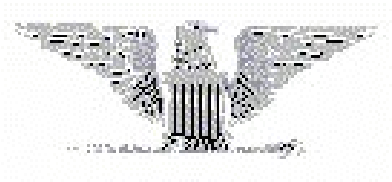
- Issues:
  - Opportunity for growth
  - Fair and equitable burden sharing
  - Timing
  - Time-on-Station / Unit stability
  - Fiscal Constraints
  - Leadership and staff experience
  - Occupational Field sponsor input
  - Overseas Control Date

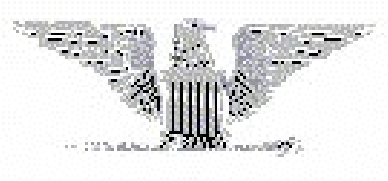
Where are the Joint Duty Assignments ?

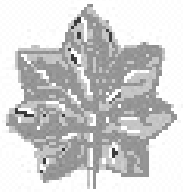


POC: Maj Traci Hoffman (DSN 278-928

Acquisition Program
575 Acquisition Billets

Pgm Mgr  **6 Yrs Exp**

MOS 9958  **4 Yrs Exp**

MOS 9957  **2 Yrs Exp**

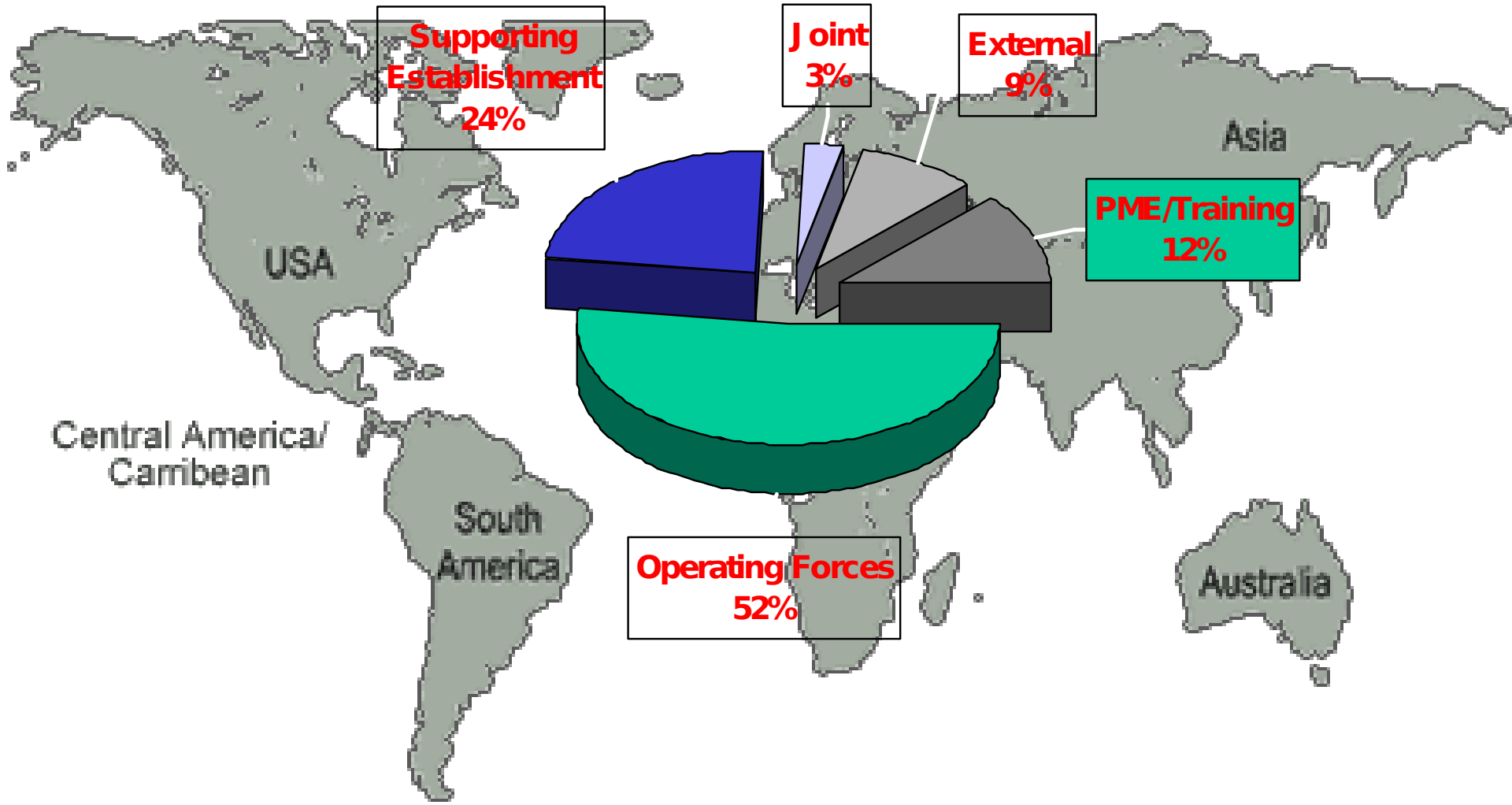
POC: Maj Jeff Morgan (DSN 278-9284)

Education Programs

- **Special Education Program**
- **Advanced Degree Program**
- **College Degree Program**
- **International Affairs Officer Program** ***(Foreign Area Officer & Regional Area Officer)***
- **Lawyer Programs**

POC: Maj Jeff Morgan (DSN 278-9284)

Officer Distribution

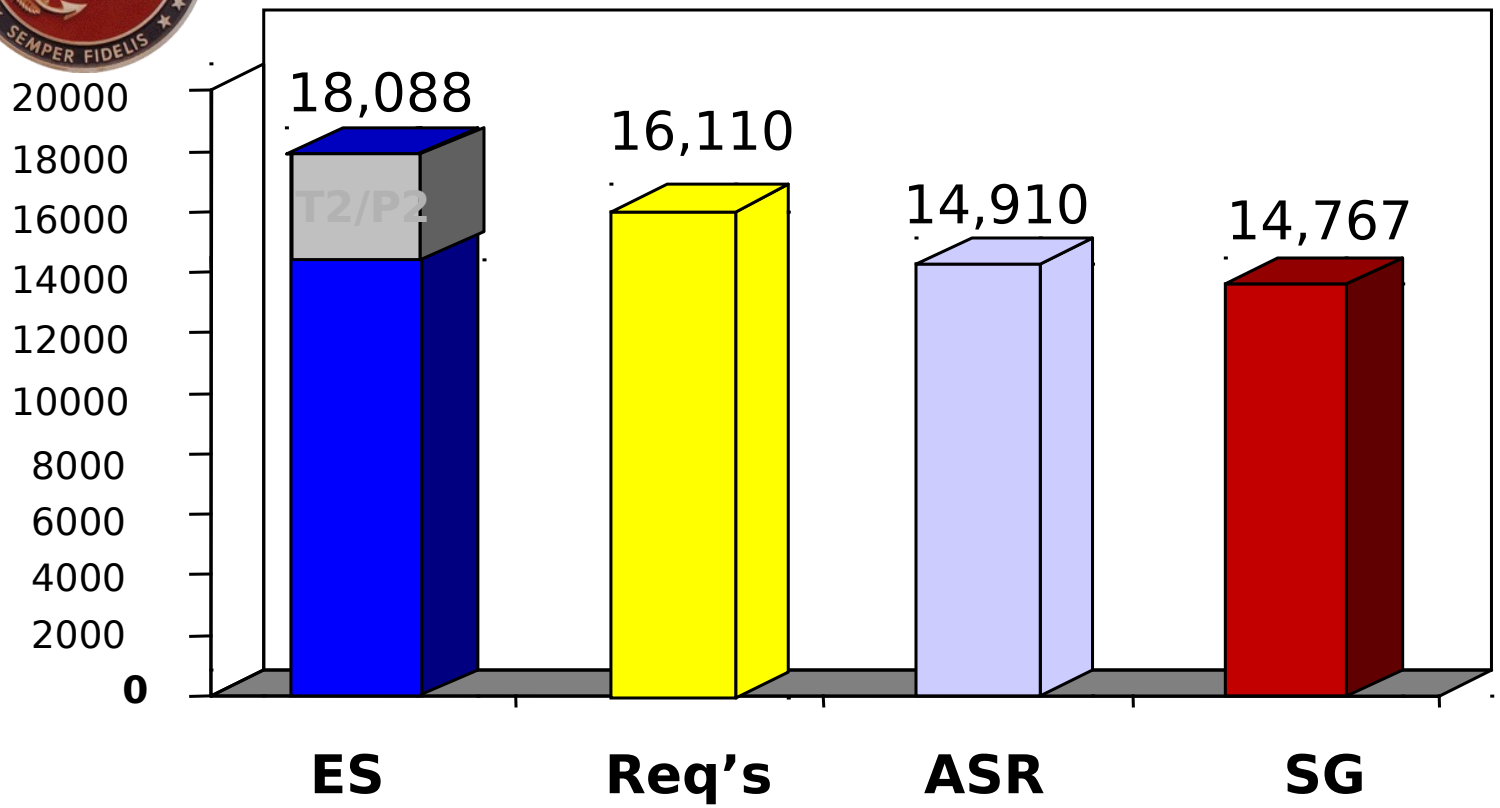


Officer End Strength

- Budget Constrained
- Mandated by Congress
- Snapshot for 1 Oct

- Active Duty Officers
  - Generals 80
  - Col 622
  - LtCol 1,776
  - Maj 3,449
  - Capt 5,155
  - Lts 5,156
  - WO 1,850
  - Total 18,088

Requirements vs. Inventory



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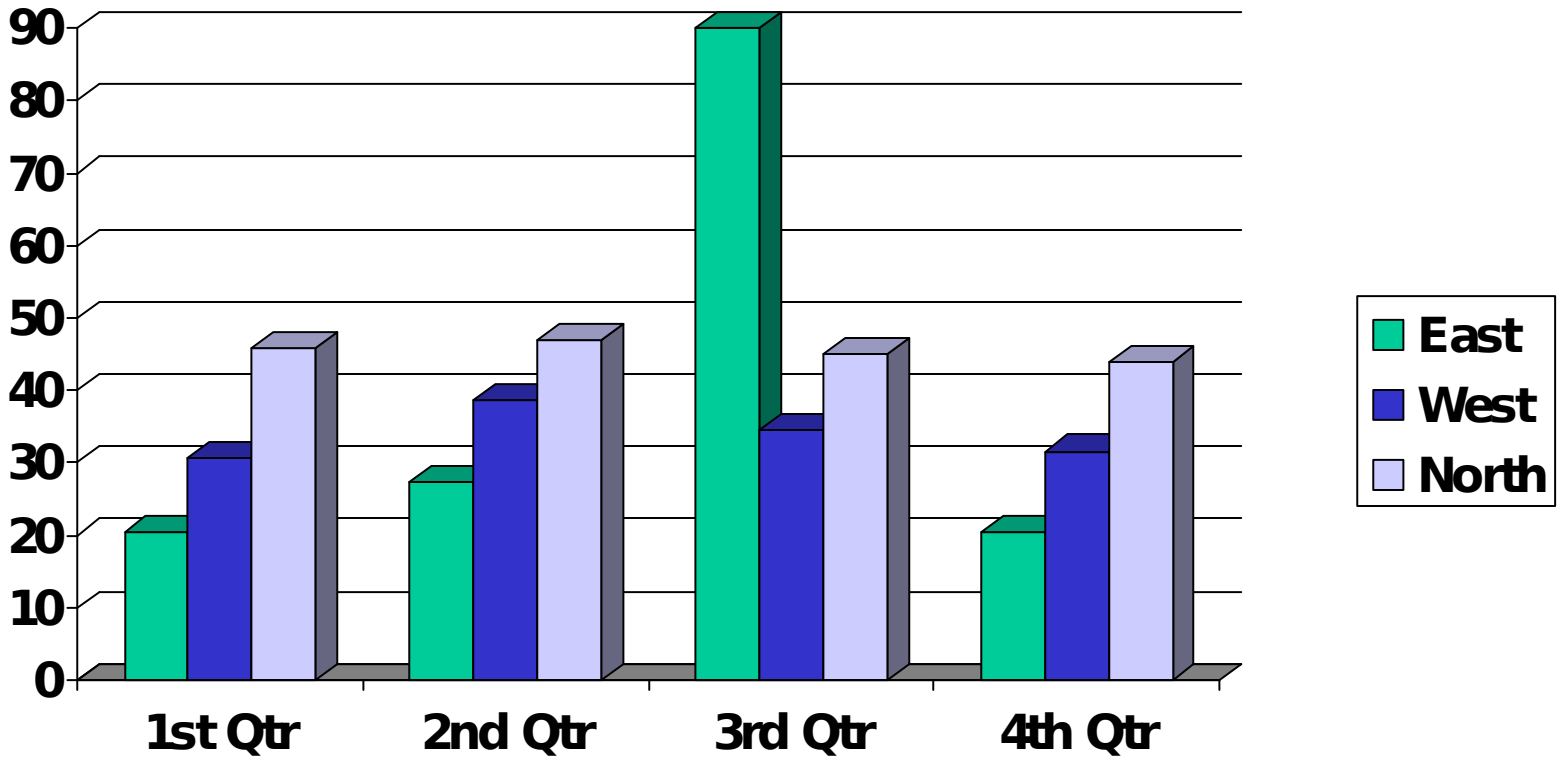
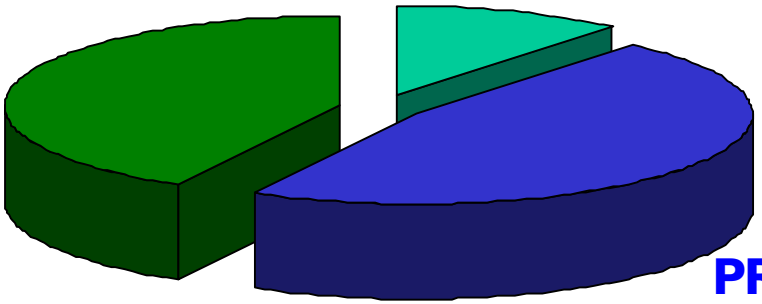

90
80
70
60
50
40
30
20
10
0
1st Qtr
2nd Qtr
3rd Qtr
4th Qtr
East
West
North

Precedence Levels

- RECRUITING
- JOINT
- MEU CE
- HMX-1
- MSG BN
- I - I REG'T BELOW

EXCEPTED
11%

PROSHARE
42%



PRIORITY
47%

- Bases
- Stations
- Divisions
- Wings
- FSSG's

- MEF CE
- FORMAL SCHOOLS
- V UNITS
- Flying Squadrons
- MCRD
- HQMC